

ARDUS®

personality & skills assessment



**Tailored in-tray
or on-line
assessment**

**'integrated
with our
recruitment
process'**

competent committed people



ARDUS®
ardus consulting group

personality & skills assessment

Summary

'improved job-person fit'

ASSESSMENT

Success in a role involves the **match of needs of the position with abilities, knowledge and motivations of the candidate**. Our view is that the results of personality and skills testing **add a very important dimension to decision-making**.



Also minimising the possibility of wrong selection (see detailed note below), by effectively identifying elements that are difficult to assess accurately through the interview and reference checking processes. Reasons for holding this view are supported by our experience and observation of:

- **Time and cost saving** in obtaining descriptive and predictive information;
- **Avoiding the trap of being taken by the professional interviewee;**
- Increased likelihood of making a **correct candidate selection;** and
- Increased independent **objectivity and peace of mind.**

Not only is testing a **key factor in the decision-making process** it provides **vital information for future training and career development** if performance is to be improved.

Assessments can be administered as 'in-tray' (paper-based) or 'on-line', offering ease of access to remote employees rapid turn around and accelerated management decision-making.

Note: Recent studies estimate that **engaging the wrong person costs** an organisation **between 0.5 to 2.5 times the employee's annual salary**. (Source: Cascio 1995; Saratoga Institute 1999).